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MISSOURI AT WORK

Missouri's Job Training Partnership  
Annual Report: Program Year 1986

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# Job Partnership Act in Missouri

Annual Report to the Governor  
Program Year 1986  
Missouri Job Training Coordinating Council

## TABLE OF CONTENTS

<b>Letter to Governor from MJTCC Chairman</b>	<b>4</b>
<b>Overview of Job Training Partnership Act (JTPA) in Missouri</b>	<b>5</b>
<b>The Legislation</b>	<b>5</b>
<b>How JTPA is Administered</b>	<b>6</b>
<b>JTPA Funding in Missouri</b>	<b>7-8</b>
<b>JTPA Programs in Missouri</b>	<b>9-10</b>
<b>SDA Highlights</b>	<b>11-12</b>
<b>Performance Measurement in Missouri</b>	<b>13</b>
<b>Characteristics of JTPA Participants in Missouri</b>	<b>14-15</b>
<b>JTPA Services in Missouri</b>	<b>16</b>
<b>1986 Results</b>	<b>17</b>
<b>Governor's Awards</b>	<b>18-20</b>
<b>Missouri Job Training Coordinating Council Summary and Recommendations</b>	<b>21-22</b>
<b>Missouri Job Training Coordinating Council Membership</b>	<b>23</b>

## Abbreviations

JTPA	Job Training Partnership Act
PY	Program Year
SDA	Service Delivery Area
PIC	Private Industry Council
MJTCC	Missouri Job Training Coordinating Council





The Honorable John D. Ashcroft  
Governor, State of Missouri  
Executive Office  
State Capitol  
Jefferson City, Missouri 65101

Dear Governor Ashcroft:

It is a pleasure to present you this report from the Missouri Job Training Coordinating Council on the performance of Job Training Partnership Act (JTPA) programs in Missouri for the period July 1, 1986 through June 30, 1987.

As you are aware, there are many challenges to building a productive work force in Missouri. The Council continues to support JTPA as a vital foundation for an effective job training system which strives to build Missouri's economy through her most valuable resources — the people of Missouri.

This report describes a success story that is born out of a job training network comprised of State and local agencies, Private Industry Councils, labor groups and private industry. The story includes new chapters of efforts to reach Missourians with special employment barriers in areas such as welfare-to-work, at-risk youth, adult literacy and worker reentry.

As a part of your economic development team, the Council has addressed policy issues in marketing job training, coordinated delivery of services and the appropriateness of job training. Recommendations have been made which hopefully will strengthen the Missouri job training system.

On behalf of the Council, I look forward to your continued effective leadership as we build a job development and training system to meet Missouri's work force needs by the year 2000 and beyond.

Sincerely,

A handwritten signature in black ink, appearing to read "Ken Christgen, Jr." with a stylized flourish at the end.

Ken Christgen, Jr.  
Chairman



## The Legislation

The Job Training Partnership Act (JTPA) of 1982 authorizes programs which prepare youth and unskilled adults for productive employment. It provides for training to help people with limited income or facing serious barriers to employment to obtain jobs. The Act also provides for employment and training services for laid-off and older workers.

### Title I

Provides authority and procedures for establishing advisory, policy making and administrative entities required to carry out the provisions of the legislation.

### Title II

Provides the funding distribution formula, authorizes allowable training activities for eligible youths and adults, and outlines uses of some state administered funds.

### Title III

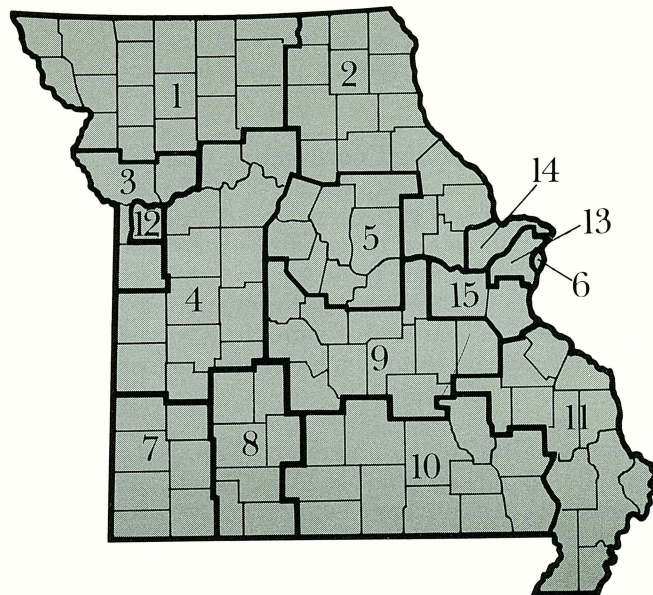
Provides guidelines for the state administered Worker Reentry Programs.

### Title IV

Provides guidelines for JTPA programs administered on the federal level.

### Title V

Establishes employment and training related revisions to the Social Security Act and the Wagner-Peyser Act.



### SDA TITLES:

1. PIC-SDA 1
2. The Area II Development Corporation
3. Full Employment Council, Inc.
4. Western Missouri Private Industry Council, Inc.
5. SDA 5 Private Industry Council
6. Jobs Partnership, St. Louis City
7. SDA 7 Private Industry Council
8. Job Council of the Ozarks
9. Lake of the Ozarks Council of Local Governments
10. Ozark Action, Inc.
11. SEMO Private Industry Council
12. Full Employment Council, Inc.
13. Employment and Training Programs
14. Office of Employment and Training Programs
15. Office of Manpower Programs



### How JTPA is Administered

The Act continues the federal government's commitment to provide assistance to targeted populations. It also increases State responsibility for the general administration of the programs, which are locally implemented.

**The Missouri Job Training Coordinating Council** meets approximately six times each year to discuss job training, program coordination, service delivery, performance standards and other employment and training issues. The Council provides the Governor with advice to enhance the job development and training system. The Council has significant representation from the private sector, including its chairperson.

**The Division of Job Development and Training** administers JTPA and state funds to 1) provide training for economically disadvantaged adults and youth; 2) establish worker reentry training designed to meet

the needs of Missouri employees and employers in a technologically changing economy; 3) help train and find jobs for older workers; and 4) provide customized training to meet needs of new and expanding employers.

**The Service Delivery Areas** are 15 geographically defined areas in Missouri where JTPA services are available. Private sector members of local communities serve on Private Industry Councils and, in partnership with local governments, are the primary providers of training programs.

### MISSOURI JTPA ADMINISTRATION

SDA	Private Industry Council Chairperson	Chief Elected Official	Administrative Entity	Administrator
1	John Kuttler	Honorable Roy Simpson	Area Job Training Partnership Administration	Larry Markway
2	Hazel Smith	Honorable John E. Yancey	Area II Development Corporation	Burley Bertram
3	Jack Steadman	Honorable Richard Berkley	Full Employment Council, Inc.	Clyde McQueen
4	Lelan Deems	Honorable Ray Maring	Western Mo. PIC, Inc.	Dr. Judy Kuhlman
5	Charles Melkersman	Honorable J. W. Tolson	Private Industry Council SDA 5	Jim Marcantonio
6	Robert E. Bell	Honorable Vincent Schoemehl, Jr.	St. Louis Agency for Training & Employment	Vanetta Rogers
7	Howard Birdsong	Honorable Jack Hensley	SDA 7 PIC	Lacy Reisdorph
8	W. K. Lewis	Honorable H. C. Compton	Dept. of Human Resources	Chet Dixon
9	Gil Kennon	Honorable Merle Cross	Lake of the Ozarks Council of Local Governments	Betty Beeman
10	Mike Young	Honorable Don Holman	Ozark Action, Inc.	Bill Young
11	Alan Walker	Honorable Gene E. Huckstep	Southeast Mo. PIC	Mary McBride
12	Paul Consiglio	Honorable Steven W. Gildehaus	Full Employment Council, Inc.	Clyde McQueen
13	Milton Bischof, Jr.	Honorable Gene McNary	Dept. of Human Resources	Wayne Flesch
14	Joyce Williams	Honorable Gerald Ohlms	Office of Employment and Training Programs	Marvin Freeman
15	John Rhodes	Honorable William F. Diez Honorable Elizabeth Faulkenberry	Jefferson-Franklin Counties, Inc.	Ronald Ravenscraft



Resources Available  
Program Year 1986

# Allocation of JTPA Funds

## PROGRAM ALLOCATION BY SDA

### Title II - Training Services for the Disadvantaged

1.	SDA Adult and Youth Programs	\$44,326,496
a.	Regular Adult/Youth (78% of Title II-A)	\$30,500,672
b.	Summer Youth (100% of Title II-B)	\$13,825,824
2.	State Administered Funds (22% of Title II-A)	\$15,159,627
a.	Older Workers Program (3%)	\$1,382,032
b.	Education Coordination (8%)	\$5,935,727
c.	Program Administration (5%)	\$2,275,413
d.	Incentive/Technical Assistance (6%)	\$5,566,455
i.	Incentive	\$5,098,972
ii.	Technical Assistance	\$ 467,483

SDA	Title II-A (78%)	Title II-A (6%)	Title II-B	Total
1	\$ 1,589,804	\$ 187,042	\$ 800,391	\$ 2,577,237
2	1,522,572	130,171	711,147	2,363,890
3	2,498,467	863,596	1,701,434	5,063,497
4	1,269,891	244,789	565,223	2,079,903
5	1,150,549	282,755	444,277	1,877,581
6	5,365,292	1,033,406	2,208,639	8,607,337
7	1,347,385	191,417	484,870	2,023,672
8	1,930,079	360,688	792,102	3,082,869
9	1,944,386	419,328	817,896	3,181,610
10	2,170,251	282,352	851,058	3,303,661
11	3,299,194	246,780	1,549,417	5,095,391
12	400,940	-0-	434,972	835,912
13	4,003,430	469,985	1,644,347	6,117,762
14	586,764	145,386	228,261	960,411
15	1,421,668	241,277	591,790	2,254,735
TOTAL	\$30,500,672	\$5,098,972	\$13,825,824	\$49,425,468

### Title III - Worker Reentry Programs

1.	Title III-F	\$ 3,226,479
2.	Title III-D (Discretionary-Farmers)	\$ 650,000

### Total Federal Allocation for Program Year 1986

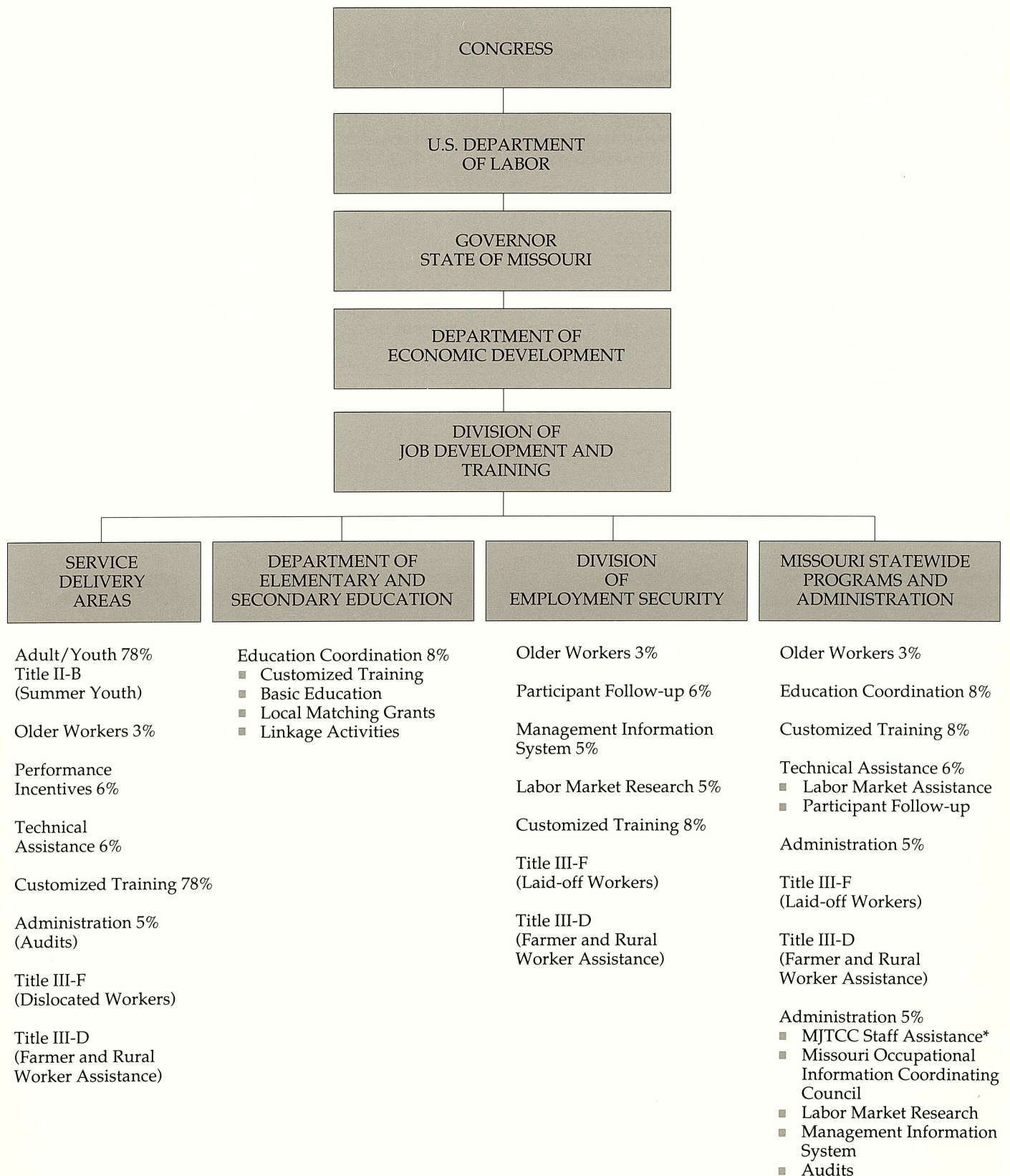
\$63,362,602

including Carry-In

(for the period 07/01/86 - 06/30/87 with the  
exception of Summer Youth Program which is  
10/01/86 - 09/30/87)



## JTPA Funding Flow PY'86



\*Missouri Job Training Coordinating Council

### Worker Reentry Programs (Title III)

These programs serve workers who are laid off because of business closures or cutbacks, and are not likely to return to their previous industry or occupation.

Services include: assessment and testing, job search assistance or job clubs, counseling and other supportive services, classroom and on-the-job training.

#### In Program Year 1986:

- The Division of Job Development and Training served more than 6,200 laid-off workers through its program operators in all 15 of the State's Service Delivery Areas.
- 100 percent of the available State Title III formula funds (\$3,104,831) and 100 percent of the available General Revenue funds (\$1,292,121) were used to help laid-off workers reenter the work force.
- \$350,000 in additional Title III Discretionary funds were received through a request to the Secretary of Labor to serve idled farmers, ranchers and other agriculture-related workers.
- 79 percent of laid-off workers receiving services secured employment at an average hourly wage of \$6.23. Cost per placement was approximately \$1,100.
- The Division successfully completed training activities for laid-off shoe industry workers. Services were provided 123 percent or 491 of the planned number (400) of shoe workers with \$147,844 in Title III Discretionary funds.

### Customized Training Program (Title II-A)

This program helps train eligible persons for jobs with new and expanding employers. It also helps retrain employed workers when made necessary by new capital investments.

Customized Training can be in the classroom and on-the-job. It can be provided by a private institution, an area vocational/technical school, junior college, college, or an employer's own employees (when certified by the Department of Elementary and Secondary Education).

To provide flexible, employer-specific training, Customized Training draws from several funding sources: JTPA Title II-A (8%), JTPA Title II-A funds available from each of the State's 15 Private Industry Councils, the Missouri Job Development Fund, and General Revenue funds available through the Department of Elementary and Secondary Education. These combined resources made \$18,391,981 available during Program Year 1986 to fund eligible Customized Training activities.

#### In Program Year 1986:

- The Division of Job Development and Training (JDT) served 1,281 eligible participants via JTPA Title II-A (8%) funds. Those who entered employment received an average hourly wage of \$4.82. Average training cost per employed person was \$1,775.
- Through the Missouri Job Development Fund, the Division helped train 2,081 state residents for newly created jobs, and retrain 3,287 Missourians so they could retain their current employment.
- The Division funded 96 Customized Training projects with Missouri employers. JTPA Title II-A funds were used for 64 of these projects, while the Missouri Job Development Fund was used for 21 new or expanding employers and 11 employers who required retraining of their work force.
- The Department of Elementary and Secondary Education (DESE) served 41,259 participants in classroom skill training for 205 employers – a result of coupling funds earmarked for Customized Training and short-term adult education programs that were held for specific businesses or industries.
- The linkage of Customized Training efforts between JDT and DESE continued its vital role in the State's efforts to provide the optimum training program for Missouri employers. JDT and DESE jointly funded 24 projects to train 2,680 participants.
- The 15 Private Industry Councils' local Customized Training activities served 2,934 JTPA eligible participants, with 82 percent of them entering employment at an average hourly wage of \$4.91. Average training cost per employed person was \$2,214.



### Experienced Worker Training Program (Title II-A)

This program serves workers aged 55 and over with limited income who are retired or semi-retired and want full- or part-time work.

Emphasis is on removing employment barriers which often prevent older individuals from finding jobs. On-the-job training and job search assistance or job club training meet the special needs of older, experienced workers. Businesses which are more likely to employ these workers are identified to assist them in rejoining the work force, earn an income and thus lead more productive lives.



During Program Year 1986, 1,428 unemployed, age 55 and over workers were served; 883 were placed into unsubsidized jobs at an average hourly wage of \$4.46. The average placement cost per person was \$1,345.

### Matching Grants for Hard-to-Serve Participants (Title II-A)

The Division of Job Development and Training, through a contract with the Department of Elementary and Secondary Education (DESE), funded special one-time grants for services to hard-to-serve participants. These were people who had barriers to participation in job training programs. The barriers might include a need for child care or ongoing one-on-one counseling. The grants were provided for job-related training through joint effort of the local JTPA service delivery system, local schools and other community agencies. The first round of grants was awarded in the latter part of Program Year 1986 (April 1, 1987) and extended through June 30, 1987.

The list below indicates the projects funded in PY'86.

### Summer Youth Programs (Title II-B)

This program provides a variety of training activities to economically disadvantaged youth during the summer. In the Summer of 1987, 12,794 youth were served, with the majority being in work experience activity. In addition, all SDAs initiated remediation programs to improve the basic skills of eligible participants.

### Basic Education Initiative Program (Title II)

This program, which provides remedial education, was implemented in the SDAs by the Division of Job Development and Training and the Employment Training and Adult Basic Education (ABE) sections of the Department of Elementary and Secondary Education. It features a computer-assisted instruction system that assists JTPA and ABE participants in upgrading their educational levels and obtaining high school equivalency certification.

Program Year 1986 ended with nearly 11,000 people served by the program in 43 locations.

#### JTPA/DESE MATCHING GRANTS Program Year 1986 (All projects began 4/1/87 ended 6/30/87)

PROJECT NAME & COST	SDA	PROJECT DESCRIPTION	TARGET GROUP	PLANNED ADULT	YOUTH
Linn Technical College Total: \$66,268 JTPA: \$33,062	5/9	Classroom training in general office and secretarial skills	Aid to families with dependent children and 16-21 youth	12	8
Graff Area Vocational Technical School Total: \$4,436 JTPA: \$1,989	8	Remedial education in basic academic skills	Potential student dropouts and dropouts age 14-21	0	90
St. Charles Community College Total: \$4,284 JTPA: \$2,142	14	Remedial education in basic academic skills	Potential student dropouts and dropouts age 14-21	0	20
Tri County AVTS Total: \$68,235 JTPA: \$32,072	9	Vocational and on-the-job training	Potential dropouts from vocational training	20	0
Lake Area AVTS Total: \$124,310 JTPA: \$55,042	9	Vocational training in various occupations	Single parents, handicapped youth	15	12
Waynesville AVTS Total: \$6,803 JTPA: \$2,853	9	Remedial education in basic academic skills	Potential school dropouts	0	14
Pioneer College Total: \$19,253 JTPA: \$9,614	3	Classroom training in general office and secretarial skills	Aid to families with dependent children and school dropouts	16	4
Poplar Bluff AVTS Total: \$142,264 JTPA: \$41,265	10	Remedial education in basic academic and vocational awareness training	Fourteen and 15 year old children	0	80
Hannibal AVTS Total: \$12,918 JTPA: \$6,022	2	Remedial education in basic academic skills	Fourteen and 15 year old children, potential student dropouts and dropouts 16 and over	6	24

## Western Missouri Private Industry Council Pushes AHEAD

In 1985, Project AHEAD (Adults Headed for Education, Advancement and Development) was developed to help single parents, homemakers and displaced homemakers. For three years it has aided them with career assessment, vocational training, basic/remedial education, tuition, support services, job readiness skills and job placement. The Western Missouri Private Industry Council, seven area vocational/technical schools and one community college in SDA 4 provide funds to assure Project AHEAD reaches into the area's rural population. Over 400 men and women have already participated in the program. And in 1986-87, Project AHEAD served 72 people with a 57 percent positive termination rate at an average wage of \$4.85 per hour.

Project AHEAD received recognition at both the National Job Training Partnership Act Conference in 1987 and the Displaced Homemakers Network Regional Conference in 1986.

## Summer Youth Take Advantage of Remedial Reading and Math

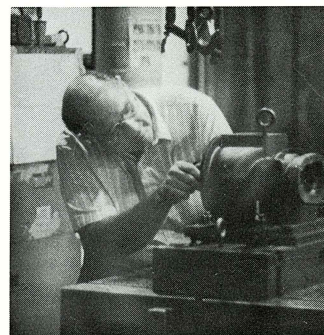
In 1987, St. Charles County offered remedial reading and math along with its Title II-B Summer Youth Work Experience Program. With the help of the SDA and St. Charles Community College — and \$2,142 of 8% funds granted for materials and an instructor — the Summer Remediation Project worked to improve the skills of 19 youths assessed as "in-need." The project was centered around five remediation sites developed by the SDA. As an incentive for participation, the SDA paid each youth \$3.25 per hour attended during the five-week session. The result: An 84 percent improvement in reading, plus a 79 percent boost in math skills.

## Youth Service USA, Inc. Proves Successful in St. Louis

During the 1986 Program Year, 80 St. Louis 18-21 year olds enrolled in a new pre-employment program provided by the not-for-profit organization, Youth Service USA, Inc. Upon acceptance, each youth spent 4-6 hours a week in the classroom enhancing basic education and work maturity skills, along with 32 hours a week in job specific training under direct supervision of federal government professionals. After the 20-week program, 52 of the 58 graduates were placed in private sector unsubsidized employment at an average hourly wage of \$4.28; and two graduates went on to college. Program developers are pleased and cite community support, strong ties with federal government facilities and aggressive job development as contributing to the overall 93 percent successful completion rate for participants.

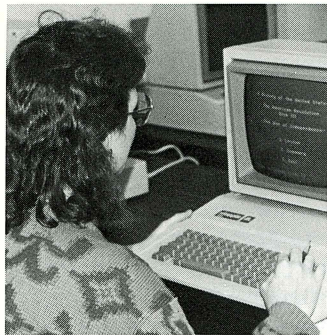
## Job Council of the Ozarks Wins Award

Job Council of the Ozarks earned national recognition from the National Alliance of Business by receiving the 1987 Distinguished Performance Award in the category of Outstanding Service Delivery Area. Its Job Seeker's Clinic was the prototype for similar job search programs and job clubs nationwide. Springfield was the test model for a Workfare program allowing individuals to work for their food stamps. Also, through the Job Council, programs for high school dropouts are now available in rural areas of the SDA. In addition, the Council helped develop the Missouri Training Institute; sponsors the Job Fair Telethon; and offers Hospitality Training to prepare people for work in tourism. With these efforts, the Job Council of the Ozarks has shown outstanding leadership in helping to solve the nation's employment problems.

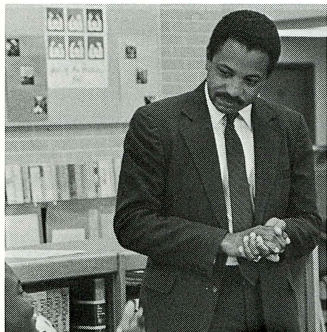




## Howell County Commission Sponsors Project Self-Sufficiency



In December 1985, the Howell County Commission began working to bring Southeast Missouri families dependent on public assistance into a state of self-sufficiency. Available resources such as job training, child care and housing were brought together and appropriated to certain community households, particularly single-parent homes. A task force selected 25 households for participation in the program. All 25 enrolled. Since then, each household head has taken part in some form of job training through JTPA. Twelve have already completed their job



training and 10 of those have now entered unsubsidized employment. The remaining two are currently involved in post-secondary education. The Howell County Commission is happy to say, "Project Self-Sufficiency works."

## Program Successful in Job Placement for Handicapped

In order to demonstrate that severely handicapped persons can function in a work environment or classroom setting, the Economic Opportunity Corporation, Vocational Rehabilitation and United Cerebral Palsy have developed the Alternative Program for Handicapped. The Private Industry Council of Service Delivery Area 1 in Trenton, Missouri funds this particular program which is designed to serve 12 youths and 17 adults in a work setting. Only in its fifth month of operation, the program has served nine youths and 12 adults. Already, 71 percent of the adults and 40 percent of the youth who completed the program have been successfully placed in jobs.

## Performance Measurement in Missouri

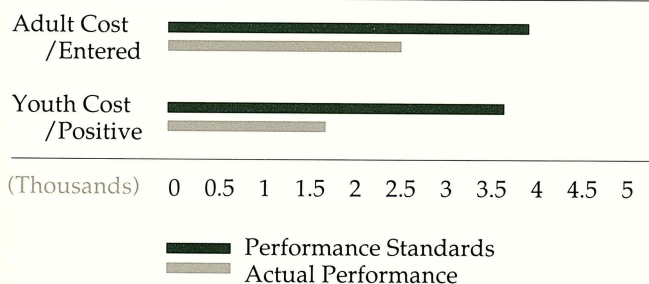
Six of seven performance standards established for JTPA by the Department of Labor were exceeded in Missouri during Program Year 1986.

### PERFORMANCE VS. STANDARDS

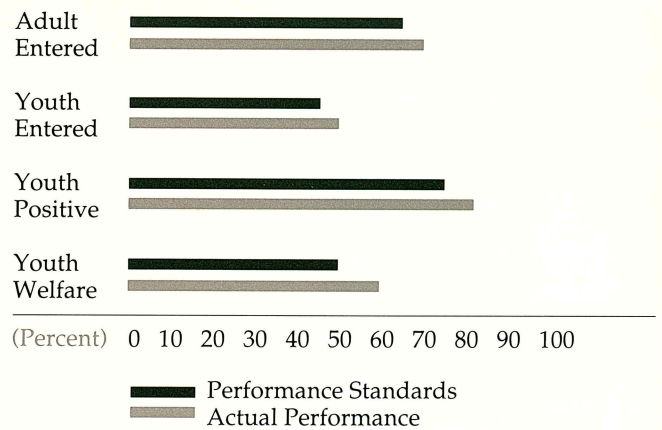
Performance Measure	Performance Standard	Actual Performance
<b>Adults</b>		
Entered Employment Rate	66%	72%
Cost/Entered Employment Rate	\$3,935	\$2,529
Average Wage at Placement	\$4.71/hr.	\$4.62/hr.
Welfare Entered Employment Rate	52%	61%
<b>Youth</b>		
Entered Employment Rate	46%	51%
Positive Termination Rate	76%	83%
Cost per Positive Termination	\$3,660	\$1,744

Of particular note during the program year were two performance standards — Cost/Entered Employment Rate, which for adults was 36 percent lower than the standard, and for youth was 52 percent lower than the standard. Also, Missouri's Service Delivery Areas should be commended for their placement rate for adult welfare recipients, the statewide average of which exceeded the standard by approximately 17 percent.

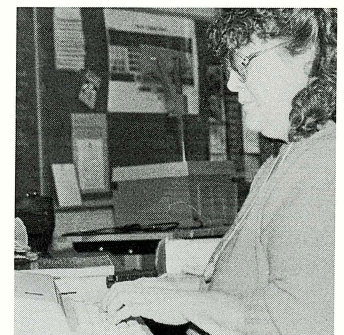
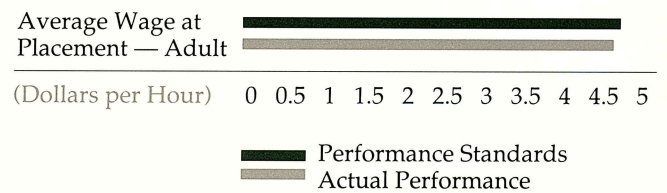
### Missouri Performance Program Year 1986



### Missouri Performance Program Year 1986

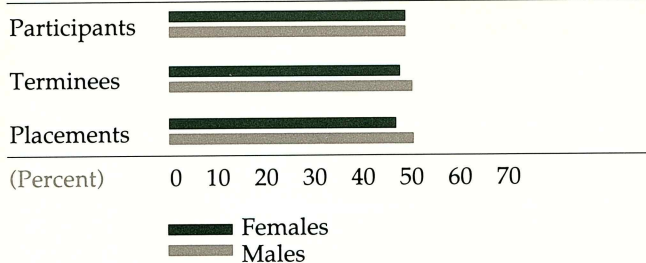


### Missouri Performance Program Year 1986

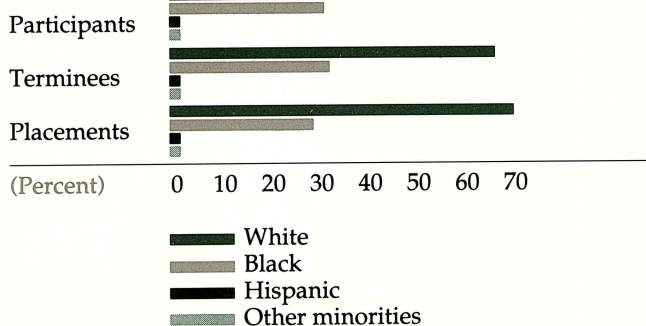




## Male/Female



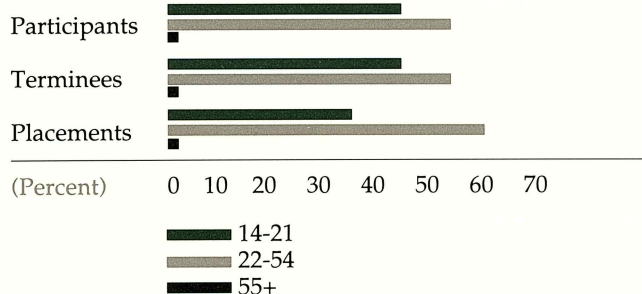
## Race/Ethnic



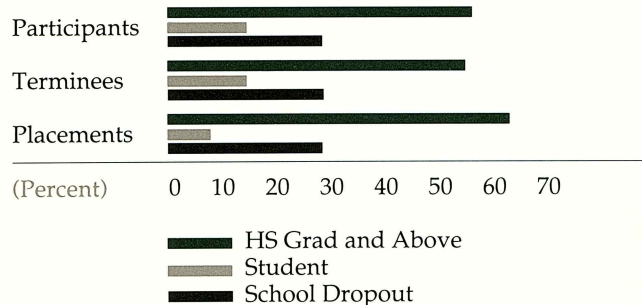
## Characteristics of JTPA Participants

A typical participant for Program Year 1987 is white (68 percent) between the ages of 22 and 54 (54 percent) and has a high school education (57 percent). This shows that a higher percent of minorities are served than their incidence in the economically disadvantaged population, since 83 percent of that population is white. The service to the age group is on target in that the incidence in the eligible population is 57 percent. Service to dropouts (43 percent) is higher than the legal requirement of 40 percent. Males and females were equally represented among the participants. It also is significant to note that 28 percent of JTPA participants were classified as dropouts, 20 percent were single parents, 7 percent were handicapped and 5 percent were offenders.

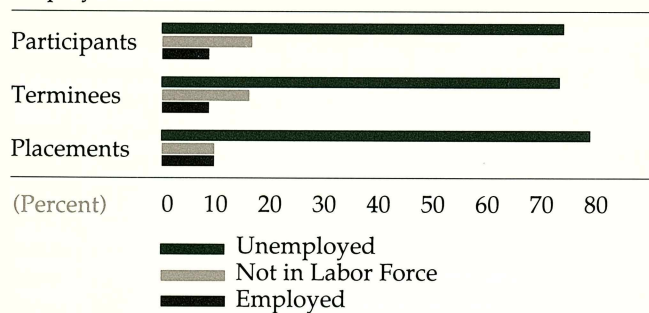
## Age



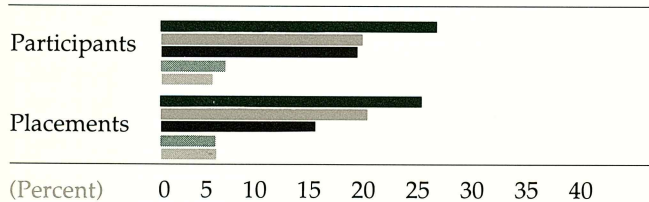
## Educational Status



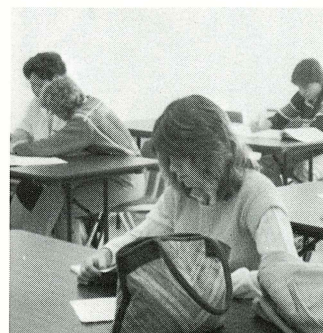
## Employment Status



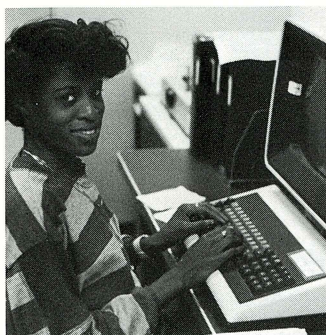
## Other



*Note: Participants may fall into more than one category, resulting in percentages unequal to 100 percent.*



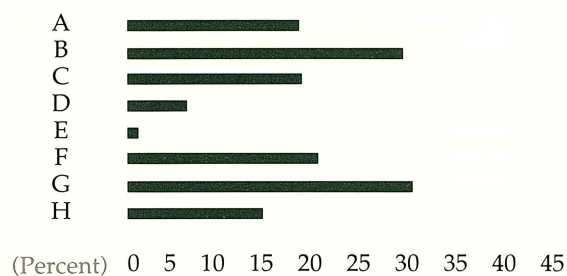




## Services Provided to JTPA Participants

Program Year 1986

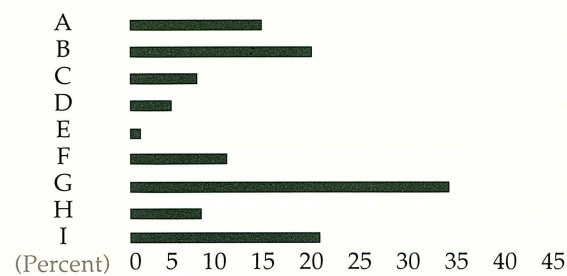
## Adult



- A. Skill Training  
 B. On-the-Job Training  
 C. Customized Training  
 D. Remedial/Basic Training  
 E. Upgrading/Retraining  
 F. Job Search  
 G. Work Experience  
 H. Other Services (Vocational Exploration, Supportive, Orientation, Transitional, Placement)

*Note: Participants may receive multiple services and are counted in each appropriate category, resulting in a total percentage in excess of 100 percent.*

## Youth



- A. Skill Training  
 B. On-the-Job Training  
 C. Customized Training  
 D. Remedial/Basic Training  
 E. Upgrading/Retraining  
 F. Job Search  
 G. Exemplary Activities  
 H. Work Experience  
 I. Other Services (Vocational Exploration, Supportive, Orientation, Transitional, Placement)

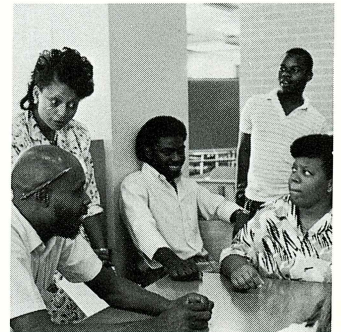
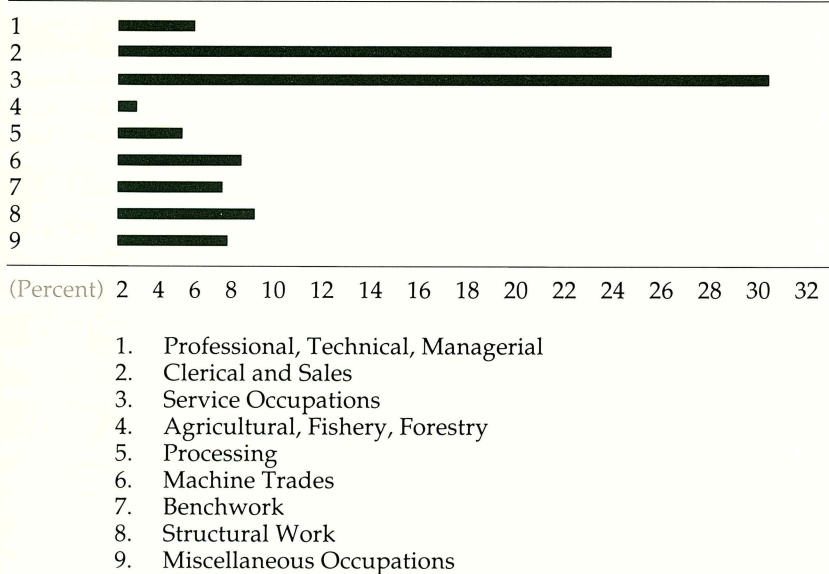
*Note: Participants may receive multiple services and are counted in each appropriate category, resulting in a total percentage in excess of 100 percent.*

## 1986 Participant Outcomes

During Program Year 1986, the JTPA Program in Missouri served 21,066 participants in Title II-A. Of that figure, 17,690 completed the program and 11,052 were placed into unsubsidized employment.

Once again, a high percentage of program participants (30 percent) were placed in service occupations, followed by clerical and sales where 23 percent were placed. Nine percent were placed in structural work.

### Missouri JTPA Program Year 1986 Terminee Employment by Occupational Group



## Follow-up

Effective July 1, 1986, Department of Labor required states to conduct a 13 week follow-up survey based on a random sample of all adults and adult welfare terminees under Title II-A, and on a statewide basis for terminees served under Title III.

Missouri's Division of Employment Security was under contract to the Division of Job Development and Training to conduct the PY'86 follow-up.

Overall, Missouri reached an 85-86 percent response rate for PY'86, which was one of the top response rates in the nation.

## Some Results From the Telephone Survey

### Total Surveyed: 3,871

Worked 13th week: 2,558 (66.0%)

Did not work 13th week: 1,313 (33.9%)

### Quality of Service

Excellent: 1,516 (39.1%)

Good: 1,628 (42.0%)

Fair: 452 (11.6%)

### Current Status

Employed part-time: 622 (16.0%)

Employed full-time: 1,993 (51.4%)





**What the Awards are:** Presented October 8, 1987 at the Missouri Job Training Coordinating Council's annual conference, the Governor's Awards recognize outstanding performances in job training during Program Year 1986.

**Category:**  
**Outstanding Contributions by a Skill Training Program**

**Winner:** Consortium of seven SDA 6 area vocational training institutions (Carrollton AVTS, Clinton AVTS, Lex-La-Ray AVTS, Saline County Career Center, State Fair AVTS, State Fair Community College and Warrensburg AVTS)

**What For:** Working as partners, provided 100-150 participants per year with appropriate, timely training. Cooperative effort resulted in a positive program completion rate of 70 percent and an average entered employment wage rate of \$5.39 per hour.

**Category:**  
**Outstanding Contributions by an Exemplary Youth Program**

**Winner:** Youth Service USA, Inc., SDA 6

**What For:** Started in 1921, the organization has become national in scope, working hand-in-hand with the federal government to provide specific training for youths. In 1986, it successfully placed 52 disadvantaged youths in permanent, unsubsidized employment at wages as high as \$9.00 an hour.

**Category:**  
**Outstanding Contributions by a Program for Special Populations**

**Winner:** Project JESS (Job Experience for Special Students), SDA 6

**What For:** Provided a stepping stone for developmentally disabled young men and women by placing them at worksites; then providing specialized counseling to both participant and employer. Has helped over 500 handicapped persons since inception.

**Category:**  
**Outstanding Contributions by an On-the-Job Training Program**

**Winner:** Missouri Division of Employment Security, Crystal City and Washington local offices, SDA 15

**What For:** Sparked by the personal efforts and leadership of Crystal City Manager John Sullivan and former Washington Manager John Pendleton, the offices achieved 90 percent employment rate for adults, with average wage at placement of \$5.71 an hour. Entered employment rate for youth completing On-the-Job Training was 76 percent.

**Category:**  
**Literacy Award**

**Winner:** Genesis School, SDA 3

**What For:** Operating year-round program that provides education, counseling and pre-vocational services to youth who left high school without graduation or who remain low achievers.

**Category:**  
**Distinguished Participating Business Awards**

**Winners:** Union Electric, SDA 11  
Canteen Corporation, SDA 13

**What For:** Union Electric's Energy Conservation and Youth Employment Program provided low-income youth training and education while helping lower-income families weatherize their homes.

Canteen Corporation has hired over 200 people through JTPA and averages 86 percent entered employment rate. A high percentage of hirees were retained and many have been promoted.

**Category:**  
**Outstanding Contribution by a State-Funded Experienced Worker Program**

**Winner:** Missouri Division of Employment Security, downtown Kansas City local office, SDA 3

**What For:** Mike Pulliam and Barbara Nelson's extra effort paid off when the offices exceeded all goals for 3% Program; had a 91 percent entered employment rate and a cost per entered employment which was 21 percent below targeted amount.

Category:

**Outstanding Contributions by a State-Funded Worker Reentry Program**

**Winner:** Project Refocus, University of Missouri-Kansas City, SDA 3

**What For:** Among the top 10 programs in the nation, last year it entered into 209 OJT contracts, had an annual placement rate 13 percent above its contracted standard and was below its allowable cost per placement by \$330.00. All while placing 596 people into unsubsidized employment.

**Honorable Mention:** Creative Resources, Mo-Kan Regional Council of Governments

**What For:** Created an inter-agency network spanning four counties that put 75 percent of participants back into jobs at 84 percent of their original wages. Expanded to 18 counties in 1987.

Category:

**Outstanding Contributions by an SDA-Funded Customized Training Program**

**Winner:** St. Charles County Office of Employment and Training Programs, SDA 14

**What For:** Developed strong rapport with employers and built reputation by providing quality trainees. Had an 89 percent entered employment rate for adults with an average wage placement of \$5.35 an hour.

Category:

**Outstanding Contributions by a State-Funded Customized Training Program**

**Winner:** Western Missouri Private Industry Council, SDA 4

**What For:** One of the strongest Customized Training Programs in the state, it has placed over 1,600 people in jobs since Program Year 1984. Key was outstanding cooperation at all levels.

Category:

**Local Elected Official of the Year**

**Winner:** H. C. "Mike" Compton, presiding commissioner, Greene County

**What For:** An equal partner who goes the extra mile, he participates fully in JTPA activities while serving as chairman of the Council of Local Elected Officials in SDA 8.

**Honorable Mention:** J. W. Toalson, presiding commissioner of Audrain County

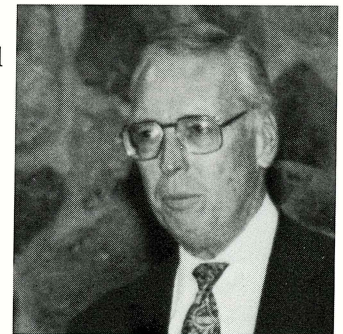
**What For:** As chief spokesman for elected officials in SDA 5, he led efforts to develop a charter and streamlined appointment process for PIC members.

Category:

**Private Industry Council Member of the Year**

**Winner:** Jack W. Steadman, chairman SDA 3 Private Industry Council

**What For:** Spearheaded efforts to consolidate five separate employment and training efforts into one umbrella organization — The Full Employment Council. With \$1.3 million less funds available than previous year, served more people at a lower cost per positive termination. Helped raise \$250,000 in private funds to supplement JTPA program.



**Honorable Mention:** William Lewis, legislative public relations manager for Continental Telephone, Inc.

**What For:** Reached deep into his own and corporate pockets to get donations for PIC activities in SDA 14.



## Category:

**Job Training Professionals of the Year**

**Winners:** Chet Dixon, director of Job Council of the Ozarks, SDA 8; Barbara K. Monks, employment counselor II, Division of Employment Security, St. Louis, SDA 6

**What For:** Known for his exceptional abilities and genuine compassion, Dixon's distinguished service record includes many awards and citations. He most recently received an award for Outstanding SDA of the Year from the National Alliance of Business. Was instrumental in developing the Statewide Training Institute, and is a tireless promoter for the Youth 2000 Program.

Monks has experienced the satisfaction of helping hundreds of laid-off workers find jobs in St. Louis. Success of the program has been a direct result of her management skills and creative use of resources. Received the Professional Development Award from the National Employment Counselors' Association this year.

## Category:

**Outstanding Private Industry Council**

**Winner:** Western Missouri Private Industry Council, Inc., SDA 4



**What For:** Started Rural Employment and Career Help (REACH) program for farmers and agricultural workers, the first program to reach out to this distressed industry. Another first was a special target program for displaced homemakers and single parents that linked Carl Perkins

Vocational Funding and JTPA support monies to provide skill training for 97 persons.

## Category:

**Top Performing Service Delivery Areas**

**Winners:** 1. SDA 3, Jack W. Steadman, chairman  
2. SDA 8, W. K. Lewis, chairman  
3. SDA 14, Joyce Williams, chairman

**What For:** Working with a diverse population from inner city to rural, SDA 3 has developed a superb collection of programs to help those in need. In 1986, SDA 3 exceeded standards by the highest average percent of all SDAs in the state — over 5 percent.

SDA 8 fostered a true spirit of partnership between public and private sectors, allowing it to exceed standards of performance.

SDA 14 is well known for its excellent program management and good relations with area businesses.

## Missouri Job Training Coordinating Council Program Year 1986

### Activities Summary/Recommendations

In its role as the Governor's job training coordination and policy advisory arm, the Missouri Job Training Coordinating Council (MJTCC) initiated a number of key programs, plans and events. Including:

- Sponsorship of the Governor's annual job training conference, "Expanding the Partnership", featuring a variety of speakers and workshops for benefit of some 350 participants.
- Co-sponsorship with University of Missouri-Columbia of a public symposium, "Welfare and Work: Theory and Practice", featuring national experts in welfare reform research and programs. Helped increase public awareness of welfare issues at a time when Governor John Ashcroft introduced his "Learnfare/Welfare-to-Work" legislation to the 1987 General Assembly.
- At Governor's request, formed three special groups to address and submit recommendations on issues of marketing job training, coordinated delivery of services and appropriateness of training.

At year's end, MJTCC issue groups had completed or made significant progress. Following is a summary of their recommendations and findings.

### Marketing Job Training/Recommendations

*The problem:* Marketing efforts lack continuity and focus — a result of the complexity and decentralized nature of the Job Training Partnership Act, compounded by a host of state programs and various other factors.

Here are some needed actions:

1. Build greater awareness of Job Training programs and their results with the general public and business community.
2. Create a graphic symbol that connotes the partnership between Missouri Job Training entities and programs and private business.

*Note:* This has been accomplished with new "Missouri at Work" symbol on front cover of this report.

3. Communicate an image of Job Training programs that sets them apart from public's common conception of "welfare."
4. Communicate feeling that Job Training programs

are "user friendly" — readily accessible to workers and businesses and implemented by people and agencies with a genuine interest in serving their needs.

5. Integrate Job Training programs and their benefits to businesses, into the Department of Economic Development's marketing story.
6. Improve and increase information flow from the Division of Job Development and Training to Private Industry Councils, local elected officials, MJTCC, service providers and other state agencies.
7. Promote this marketing program at the local SDA level.

### Coordinated Service Delivery/Recommendations

*The problem:* Job training and development in Missouri is not a tightly integrated system with well defined goals. It is rather a set of interrelated programs and activities that are loosely coordinated in pursuit of sometimes shared goals.

The key people involved have diverse goals, only some of which match. Additionally, the dictates of organizational preservation and growth build tension into the system, as do diverse perspectives on how best to pursue job training and development goals.

The state must provide more planning, guidance and technical help through an orchestrated inter-agency approach for local programs to more effectively serve employers and workers.

Based on a study started in PY'86, here are ways it can be accomplished:

1. Streamline the process a person must go through to receive job training and employment assistance.
2. Reduce duplicate agency contact of employers and improve accuracy of information provided on state job training and employment services.
3. Make education and job training programs more accessible to job seekers.





4. Clarify the roles and services of various state and local agencies as a state job training system.
5. Integrate federal and state funding through inter-agency planning of job training programs.



### **Appropriateness of Training/Interim Report Findings**

*The problem:* Insufficient knowledge of the usefulness of job training for Missouri's labor market.

1. Substantial numbers of youth and adults were trained in Fiscal Year (FY) 1985 in both school and work settings. Following are percentages and number of individuals employed at time of program termination.

■ Tuition-based enrollees	58%	( 854)
■ Full classroom training	61%	( 928)
■ Customized institutional training	70%	( 205)
■ Customized on-the-job training	73%	(2,082)
■ On-the-job training	80%	(1,396)

2. These individuals found jobs in Missouri and earned more than their previous employment.

- The lowest quarterly reported increase was \$1,023.
- Some 69 percent were employed at the time of termination from training.
- Some 52 percent represent Title II-A (economically disadvantaged) program terminees from FY'85.

Thanks to the following organizations submitting photos for this annual report:

Ozark Action, Inc.  
 St. Louis Agency on Training & Employment  
 St. Charles County Government  
 (Office of Employment and Training Programs)  
 Economic Opportunity Corporation of Greater St. Joseph  
 Western Missouri Private Industry Council, Inc.  
 Youth Services, USA

## Missouri Job Training Coordinating Council Membership

1986-1987



### Business

J.C. Benage  
United Savings and Loan Association  
President and Chairman

Barbara Carroll  
Pipe Fabricators, Inc.  
Secretary-Treasurer

Ken Christgen, Jr.  
Walnut Products, Inc.  
Vice-President

Bill House, Jr.  
House Construction Co., Inc.  
President

Mysie Keene  
Blanchard Realty Co.  
Realtor Associate

Jack McCarthy  
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Janice C. Schuerman  
MFA, Inc.  
Vice President,  
Corporate and Member Services

Warren T. Snover  
National Benevolent Assn.  
Director of the Human Resources Department

Jan C. Tupper  
Allgeier, Martin & Assoc., Inc.  
Senior Project Director

John Walker  
Blue Cross and Blue Shield of Kansas City  
Senior Vice-President, Corporate and  
Information Services

### Local Government

Randy Best  
Clark County  
Treasurer

The Honorable H.C. Compton  
Greene County  
Presiding Commissioner

Betty Gregoire  
Platte County  
Assessor

Mike Johnson  
Ripley County  
Public Administrator

Larry Webber  
Mexico, Missouri  
Mayor

### General Public

Rev. Samuel Marshall  
Metropolitan Missionary Baptist Church  
Associate Minister

### Local Education

Joseph Daniels  
Carrollton AVTS  
Director of Vocational & Adult Education

Dr. William J. Mann  
Metropolitan Community College  
Chancellor

Dr. Donald Shook  
St. Charles County Community College  
President

### State Agencies

Doris Jones  
Urban League of Metropolitan St. Louis, Inc.  
Vice-President of Community Programs

### Labor

George P. Clark  
St. Louis Carpenters District  
Council Local Union 1310  
Representative

Daniel J. "Duke" McVey  
Missouri State Labor Council  
President

Clinton Ramsey  
Operating Engineers Local 101  
Consultant

### State

Dr. Bob Bartmann  
Department of Elementary and Secondary  
Education  
Commissioner of Education

C. Bruce Cornett  
Division of Employment Security  
Director

Carl Koupal, Jr.  
Department of Economic Development  
Director


Tom Sullivan  
Department of Economic Development  
Deputy Director

### General Assembly

The Honorable Bob Griffin  
Speaker of the House

The Honorable John Bass  
Missouri Senate





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